

18 MAR 1965

MEMORANDUM FOR: Director of Personnel

DD / S REGISTRY

SUBJECT : Retirement Policy - Civil Service Retirees

FILE *Personnel 17*

REFERENCE : Memo dtd 12 March 1965 to DD/I, DD/P, DD/S&T,  
DD/S fr D/Pers, same subj

1. I am not opposed in principle to the recommendations made in reference memorandum. However, I am opposed to changing current Agency regulations, and I think that it is unnecessary to submit formal recommendations "for the approval of the Director" in order to accomplish the purposes you have outlined.

2. As you have indicated in your memorandum, our retirement policy met with some resistance when it was first adopted but more recently it has operated routinely. I feel that it would be unwise to start in any formal way to identify categories of personnel who are to be generally excepted from it. I believe that any such formal pronouncement would tend to negate the relatively smooth and routine operation which exists today, would eventually take away considerable flexibility from the Deputy Directors, and, in general, would complicate the management of our early retirement policy and program. If there should be a formal approval and pronouncement such as you recommend, it would be only a relatively short time until all "wage-board, clerical, and semi-professional positions in GS-9 and below" would believe that the regulations did not apply to them, which I think would be most undesirable.

3. I am sympathetic to the case of the receptionist, for example, whose performance is good and who does not yet have twelve years of service. Our current policy has ample flexibility to take care of such situations. In this connection, however, it seems to me that we should be able to hire receptionists who are not more than fifty years of age and that we should make an exception to this age rule only for the most compelling reasons.

4. I therefore do not concur in changing current Agency policy and/or regulations.

/s/ L. K. White

L. K. White  
Deputy Director  
for Support

DD/S:LKW:jrf

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